

- To:
- NHS Trust Chief AHPs
  - ICS AHP leads
  - Chief regional nurses and Trust Chief Nurse/ Directors of nursing
  - Regional HRDs and Trust HRDs
  - Trust International Recruitment (IR) leads
  - NHS England and NHS Improvement regional AHP and IR leads
  - Health Education England regional AHP leads

NHS England and NHS Improvement  
Skipton House  
80 London Road  
London  
SE1 6LH

**7 June 2022**

Dear Colleagues,

### **Support for International Allied Health Professions (AHP) Recruitment in 2022/23**

This letter summarises a new NHS England and NHS Improvement (NHSEI) support offer for NHS Trusts and Integrated Care Systems (ICSs) to start, or to expand, AHP international recruitment (IR) in 22/23.

#### **A consistent approach to AHP IR**

In order to benefit from consistency of approach for AHPs with wider IR activity, the national delivery programme for AHP IR will be led from NHSEI by Dr Joanne Fillingham (Deputy Chief Allied Health Professions Officer, NHSEI) and the existing NHSEI Nursing IR Programme.

The programme will build on, and benefit from, the extensive strategic work undertaken by Health Education England (HEE) and key stakeholders over the last twelve months, including development of the Global Health Partnership AHP IR pilots.

#### **Financial support for priority professions**

Financial support will be available to support NHS Trusts and ICSs to undertake or increase existing AHP IR in the following professions:

- Diagnostic Radiographers
- Occupational Therapists

- Podiatrists

These prioritised professions have been selected following extensive engagement and a detailed assessment of both domestic vacancy rates and the extent to which comparable roles exist overseas. The prioritised professions have the highest vacancy rates of all the 14 AHP professions.

We aim to provide circa £4,000 per overseas AHP in the above professions. This funding is to support arrivals from July 2022 to March 2023, and will be subject to prior approval of bids; details of the process are set out in Annex 2.

It is expected that this funding will enable collaboration<sup>1</sup> across organisations and build on the existing Nursing and AHP IR infrastructure already in place within your systems.

### **Wider support**

The NHSEI Nursing and AHP International Recruitment Programme national and regional teams will provide tailored support to organisations, including:

- IR advisors who can provide tailored one-to-one support
- Engagement with Trusts and key stakeholders, including spotlight sessions, roundtables, improvement clinics, introduction to diaspora organisations
- Sharing learning and best practice to ensure consistent, high-quality offers and interventions. For more information, please visit [the International Recruitment NHS Futures Hub](#) (this platform requires you to register)
- Sharing resources for other AHP professions (including those not currently within the funding scope) as they are developed<sup>2</sup>

Further work continues nationally to support the development of IR as an option for AHPs, including: working with the Health and Care Professions Council (HCPC) to expand their capacity to process and register AHP applicants; with the Department of Health and Social Care and agencies/lead recruiters around supply overseas, ethical recruitment and, where required, commission new marketing materials for AHP, and; commissioning scoping work to assess the suitability of IR for the following harder to

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<sup>1</sup> System collaborations including non-NHS organisations are able to bid for funding - see further details in Annex 3 for eligible organisations.

<sup>2</sup> See existing resources that are a helpful starting point for NHS Trusts: <https://www.nhsemployers.org/articles/recruitment-overseas-allied-health-professionals> <https://www.hee.nhs.uk/our-work/allied-health-professions/increase-capacity/hee-supporting-international-recruitment-ahp%E2%80%99s>

recruit to professions: Operating Department Practitioners, Speech and Language Therapists and Dietitians.

### **Next Steps**

As you develop your bid we would recommend you contact your regional IR lead and Chief AHP (contact details in Annex 1) via email no later than **27 June 2022** to indicate your intention to bid and who you plan to work with, so that they can help co-ordinate bids across your region.

Please ensure your completed AHP IR funding application is submitted by the **deadline of 5pm 15 July 2022** to [england.NursingWorkforce@nhs.net](mailto:england.NursingWorkforce@nhs.net)

We will aim to provide the outcome of your final bid within four weeks of the submission dates.

We will run a webinar on 27 June 2022 to further explain the funding offer and answer any questions you may have. Click [here](#) to register.

In the meantime, if you have any questions please do not hesitate to contact: [england.NursingWorkforce@nhs.net](mailto:england.NursingWorkforce@nhs.net)

Best wishes,



**Suzanne Rastrick**  
Chief Allied Health Professions Officer  
(England)  
NHS England and NHS Improvement



**Duncan Burton**  
Deputy Chief Nursing Officer for  
England  
NHS England and NHS Improvement

## ANNEX 1: Regional IR leads and AHP Leads

Region	NHSEI IR Lead	NHSEI AHP Lead
East of England	<a href="mailto:gabrielleirwin@nhs.net">gabrielleirwin@nhs.net</a>	<a href="mailto:rachel.wakefield7@nhs.net">rachel.wakefield7@nhs.net</a>
London	<a href="mailto:selina.trueman@nhs.net">selina.trueman@nhs.net</a>	<a href="mailto:steve.tolan@nhs.net">steve.tolan@nhs.net</a>
Midlands	<a href="mailto:natalie.burbidge@nhs.net">natalie.burbidge@nhs.net</a>	<a href="mailto:gordonbigham@nhs.net">gordonbigham@nhs.net</a>
North East and Yorkshire	<a href="mailto:victoria.bagshaw1@nhs.net">victoria.bagshaw1@nhs.net</a>	<a href="mailto:margaret.kitching@nhs.net">margaret.kitching@nhs.net</a>
North West	<a href="mailto:steven.colfar@nhs.net">steven.colfar@nhs.net</a>	<a href="mailto:hayley.citrine@nhs.net">hayley.citrine@nhs.net</a>
South East	<a href="mailto:debbie.knight6@nhs.net">debbie.knight6@nhs.net</a>	<a href="mailto:s.bolton3@nhs.net">s.bolton3@nhs.net</a>
South West	<a href="mailto:edward.cox2@nhs.net">edward.cox2@nhs.net</a>	<a href="mailto:gina.sargeant@nhs.net">gina.sargeant@nhs.net</a>

## ANNEX 2: Financial support offer to trusts

### Bidding for funding

- This funding is intended to support trusts wishing to start or to expand AHP international recruitment and to provide high quality pastoral care and support in order to support staff retention.
- You will be required in the template to provide the key actions you will take and the associated breakdown in expenditure to achieve this.
- We aim to provide £4,000 per overseas AHP (i.e. Diagnostic Radiographer, Occupational Therapist or Podiatrist). This funding is to support arrivals from July 2022 to March 2023.
- Bids can cover a range of activities designed to expand your international AHP recruitment and enhance your pastoral offer, including for example funding to cover associated recruitment costs or supporting new AHPs from overseas transition/ adapt to working in the NHS.
- We strongly welcome and encourage collaborative bids across NHS organisations and for trusts to pool resources via regional hubs/ integrated care systems (ICSs) /specialties/sector where possible. It might be to expand or join existing lead recruiter models or to establish, new regional collaborative recruiter models.
- If you choose to do a collaborative bid, please just submit one expression of interest across your collaboration and the lead organisation would receive the combined funding for all organisations in the bid.
- Please ensure all your IR activity adheres to the [Code of Practice for International Recruitment](#). In particular, ensure you do not recruit from developing countries unless there is a government-to-government agreement in place (see [here](#) for the current list of relevant developing countries). This will be a condition in the

Memorandum of Understanding between us and trusts on any IR funding support provided.

- Please ensure that your bids are realistic and reflect a sustainable, financially sound approach to **IR as funding available in future years is not guaranteed.**

### **Bid assessment**

- We will require executive support within your organisation.
- The funding will be awarded to Chief AHP Officers (or their equivalent) so that there is direct oversight of the use of the funds to focus on effective management and a positive experience for the new international AHP.
- Each trust will be expected to report on their progress on AHP IR committed to in this funding application process as an item at the organisation's public board.
- The funding for this year will be an upfront payment to ensure we can quickly accelerate IR plans. The funding is intended to support the activity and associated costs of increasing international recruitment in the 2022/23 financial year. Please be aware we will have the opportunity to claw back this funding if we identify the trust is not using this funding appropriately.

### **ANNEX 3: Collaborations including non-NHS organisations**

We recognise the important role non-NHS providers play in the provision of health care within systems and as such, welcome the inclusion of not-for-profit independent health providers of NHS services as part of a collaborative bid with an NHS trust(s).

Where not-for-profit independent health care organisations such as Community Interest Companies, Social Enterprises and Primary Care providers (e.g. GPs) and Care Homes are part of a collaborative bid, the lead NHS trust will be responsible for reporting via the provider workforce return on behalf of the organisation.

### **ANNEX 4: HCPC International Registration Process**

Applications for international registration (applicants who trained outside the UK) are now online<sup>3</sup>, with the exception of a few circumstances.

**1** Submit your application online (except Swiss citizens and individuals with refugee status)

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<sup>3</sup> <https://www.hcpc-uk.org/registration/getting-on-the-register/international-applications/how-to-apply/>

After you've entered your details and uploaded all your certified documentation to the online application form, you'll be able to submit your application.

## 2 Pay your scrutiny fee

You'll then be asked to pay the application scrutiny fee of £539.65 via the online portal. If your payment is successful, you'll receive an automated payment confirmation email.

Your application is now ready for processing.

## 3 Initial review: verification checks (this stage runs alongside the assessment review)

When your scrutiny fee is paid, your application will move to the verification checks. We'll contact you by email to confirm this. Our service level aim is to do this within four weeks of receiving a full application.

## 4 Assessment review: your education and training

The next stage is the assessment of your regulated education and training (for practice in another relevant European state) and any other relevant education, training or experience. Our service level aim is to do this **within 60 working days<sup>4</sup>** of receiving a full application.

## 5 Additional or further information

Your Record of Assessment may include a request for further information, which you'll need to send to us in order for your application to continue. This is likely to prolong the processing time of your application significantly. For this reason, it is important that you include as much relevant information as possible when you submit your application.

## 6 Outcome and registration fee payment, if successful

If your application is successful, you'll need to pay a final fee. This is the registration fee, which is for your profession's registration cycle from the point you join the Register onwards. You'll receive a WorldPay link to pay this. When the registration fee is paid and received the international AHP's name will appear on the Register.

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<sup>4</sup> The HCPC are currently experiencing delays processing due to the large volume of applications they have been receiving.